

1 BILL NO. S-81 07-04 (as amended)

2 SPECIAL ORDINANCE S - 179-81

3 AN ORDINANCE fixing the salaries of all salaried  
4 nonbargaining unit positions in the City Utilities  
of the City of Fort Wayne for the year of 1982.

5 WHEREAS, the City of Fort Wayne, Indiana Common Council has deter-  
6 mined in General Ordinance G-80-12-18, that all non-union employees of the  
7 City Utilities of Fort Wayne, Indiana be subject to an annual salary  
8 ordinance; and

9 WHEREAS, the Common Council desires to fix such salaries in general  
10 conformity to the salaries set in the same year for Civil City employees  
11 of a similar grade, as determined by the City Classification System origi-  
12 nally established by Ordinance No. S-34-73 as subsequently modified and  
13 improved, which should accurately reflect the duties and responsibilities  
14 of said employees; and

15 WHEREAS, the Mayor and the Personnel Director of the City of Fort  
16 Wayne have for the first time prepared such a schedule of salaries and  
17 labor grades for submission to the Common Council for its approval.

18 NOW THEREFORE, Be it ordained by the Common Council of the City of  
19 Fort Wayne, Indiana, as follows:

20 SECTION 1. That all salaried nonbargaining unit employees of City  
21 Utilities of Fort Wayne, Indiana shall be classified by the titles and  
22 labor grades herein designated, and that no change shall be made in any  
23 labor grade without the specific approval of the Common Council.

24 SECTION 2. That the following scale of Maximum Salaries is hereby  
25 fixed and authorized as a ceiling for approved labor grades. This maximum  
26 will not be exceeded:

28 LABOR GRADE	29 MAXIMUM SALARY
30 1	\$10,000
31 2	11,250
32 3	12,500
4	13,750

1	5	15,000
2	6	16,250
3	7	17,500
4	8	18,750
5	9	20,000
6	10	21,250
7	11	22,500
8	12	23,750
9	13	25,000
10	14	26,250
11	15	27,500
12	16	28,750
13	17	30,000
14	18	31,250
15	19	32,500

16 This scale is an attempt to reinstate an orderly, consistent and competitive  
17 pay policy and is based upon the application of results of a salary  
18 survey conducted in June, 1981 and a formula which generates a linear  
19 progression of maximum salaries. It is not designed to indicate actual  
20 salary increases programmed for 1982.

21 SECTION 3. The following is a complete and true listing of all City  
22 Utilities positions by Position Title and Labor Grade.

24	<u>LABOR GRADE</u>	<u>TITLE</u>
25	19	Personnel/Labor Relations Director
26	17	Director of Operations
27	17	Director of Water Resources
28	17	Director of Transportation
29	17	Associate Director Personnel/Labor Relations
30	16	Director of Technical Services
31	16	Superintendent of WPC Plant
32	16	Superintendent of Maintenance

1	16	Chief WPC Engineer
2	16	Superintendent of Filtration Plant
3	16	Chief Water Engineer
4	16	Director of Data Processing
5	16	Director of Purchasing
6	15	Asst. Superintendent of Filtration Plant
7	15	Superintendent of Street Lighting Warehouse
8	15	Director of Street Light Engineering
9	15	Systems Analyst
10	14	Maintenance Foreman of Filtration Plant
11	14	Project Engineer
12	14	Supervisor of Service of Water Maint.
13	14	Supervisor of Construction of Water Maint.
14	14	Asst. Superintendent of WPC Maint.
15	14	Professional Engineer
16	14	Supervisor of Meter Reading
17	14	Supervisor of Maintenance of WPC Plant
18	14	Supervisor of Payroll/Personnel Consultant
19	14	Supervisor of Office Services
20	14	Supervisor of Customer Services
21	14	Supervisor of General Accounting
22	14	Project Leader
23	14	EEO Director
24	14	Supervisor of Safety & Claims
25	14	Research Officer
26	14	Public Information Officer
27	14	Personnel Officer
28	13	Veterans Services Officer
29	13	Employment Specialist
30	13	Inspection Division Supervisor of Tech. Serv.
31	13	Assistant Purchasing Director
32	12	Superintendent of City Utilities Garage
	12	Assistant Supervisor of WPC Plant Maint.

1                   12                   Supervisor of Data Operations  
2                   12                   Supervisor - Industrial Waste Control  
3                   11                   Payroll Administrator  
4                   11                   Administrator WPC - Stations  
5                   11                   Administrator WPC Sludge Disposal  
6                   11                   General Foreman  
7                   10                   Administrative Assistant  
8                   10                   Purchasing Officer  
9                   10                   EEO Officer  
10                  10                   Safety Investigator  
11                  9                   Contract Compliance Officer  
12                  8                   Office Manager  
13                  6                   Records & Benefit Spec./Personnel  
14                  6                   Appointment Secretary/Mayor's Ofc.  
15                  6                   Executive Secretary A  
16                  5                   Executive Secretary B  
17                  4                   Executive Secretary C  
18                  4                   Asst. Veterans Services Officer

19                  SECTION 4. From and after the effective date of this ordinance,  
20                  which shall be the first full pay period in the year 1982, all salaried  
21                  nonbargaining unit positions will be paid in conformity to this ordinance.

22                  SECTION 5. That all utilities departments subject to this ordinance  
23                  will conform to the official City Personnel Policies and Procedures rela-  
24                  tive to hiring, pay and other related practices, approved by the Mayor and  
25                  administered by the City's Personnel Department.

26                  SECTION 6. To permit the completion of union negotiations,  
27                  the Common Council agrees to accept up to the maximum salaries  
28                  listed. However, the Common Council shall review the salaries  
29                  in this ordinance after the union negotiations are complete in  
30                  order to set a specific salary for each title for the year 1982,  
31                  adjusting salaries where necessary.

32                  SECTION 7. No person employed by the City or City Utilities  
                        shall make a higher salary than that of the Mayor of Fort Wayne.

1 SECTION 8. If any section, clause, sentence, paragraph or  
2 part or provision of this ordinance be found invalid or void by  
3 a Court of Competent Jurisdiction, it shall be conclusively  
4 presumed that this ordinance would have passed by the Common  
5 Council without the invalid section, clause, paragraph, part or  
6 provision, and the remaining parts of the ordinance will remain  
7 in effect.

8 SECTION 9. This Ordinance shall be in full force and effect  
9 from and after its passage and approval by the Mayor.

10  
11 *Vivian G. Schmidt*  
12

13 COUNCILMAN

14 APPROVED AS TO FORM AND  
15 LEGALITY \_\_\_\_\_

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17 Bruce O. Boxberger, City Attorney  
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1           12           Supervisor of Data Operations  
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8           10           Purchasing Officer  
9           10           EEO Officer  
10          10           Safety Investigator  
11          9           Contract Compliance Officer  
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23           will conform to the official City Personnel Policies and Procedures rela-  
24           tive to hiring, pay and other related practices, approved by the Mayor and  
25           administered by the City's Personnel Department.

26           SECTION 6. If any section, clause, sentence, paragraph or part or  
27           provision of this ordinance be found invalid or void by a Court of Compe-  
28           tent Jurisdiction, it shall be conclusively presumed that this ordinance  
29           would have passed by the Common Council without the invalid section,  
30           clause, paragraph, part or provision, and the remaining parts of the  
31           ordinance will remain in effect.

32           SECTION 7. This Ordinance shall be in full force and effect from and  
                  after its passage and approval by the Mayor.                   "

1 *Vivian G. Schmidt*  
2 COUNCILMAN

3 APPROVED AS TO FORM AND  
4 LEGALITY July 10, 1981

5 *Bruce O. Boxberger*  
6 Bruce O. Boxberger, City Attorney

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Read the first time in full and on motion by J. Schmid,  
seconded by Stein, and duly adopted, read the second time  
by title and referred to the Committee Finance (and the City  
Plan Commission for recommendation) and Public Hearing to be held after  
due legal notice, at the Council Chambers, City-County Building, Fort Wayne,  
Indiana, on 19, the 19 day of September, at 9 o'clock A.M., E.S.T.

DATE: 7-14-81

Charles W. Westerman  
CHARLES W. WESTERMAN  
CITY CLERK

Read the third time in full and on motion by J. Schmid,  
seconded by Stein, and duly adopted, placed on its  
passage. PASSED (LAW) by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT	TO-WIT:
<u>TOTAL VOTES</u>	<u>7</u>	<u>2</u>			
<u>BURNS</u>	<u>X</u>				
<u>EISBART</u>	<u>X</u>				
<u>GIAQUINTA</u>	<u>X</u>				
<u>NUCKOLS</u>	<u>X</u>	<u>X</u>			
<u>SCHMIDT, D.</u>		<u>X</u>			
<u>SCHMIDT, V.</u>	<u>X</u>				
<u>SCHOMBURG</u>	<u>X</u>				
<u>STIER</u>	<u>X</u>				
<u>TALARICO</u>	<u>X</u>				

DATE: 7-30-81

Charles W. Westerman  
CHARLES W. WESTERMAN - CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne,  
Indiana, as (ZONING MAP) (GENERAL) (ANNEXATION) (SPECIAL)  
(APPROPRIATION) ORDINANCE (RESOLUTION) No. S-179-81  
on the 30th day of July, 1981.

Charles W. Westerman  
CHARLES W. WESTERMAN - CITY CLERK

ATTEST: (SEAL) John Nuckols  
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on  
the 31st day of July, 1981, at the hour of  
4:00 o'clock P.M., E.S.T.

Charles W. Westerman  
CHARLES W. WESTERMAN - CITY CLERK

Approved and signed by me this 3rd day of August  
1981, at the hour of 11 o'clock A.M., E.S.T.

Winfield C. Moses, Jr.  
WINFIELD C. MOSES, JR.  
MAYOR

BILL NO. S-81-07-04

REPORT OF THE COMMITTEE ON FINANCE

WE, YOUR COMMITTEE ON Finance TO WHOM WAS REFERRED AN  
ORDINANCE fixing the salaries of all salaried nonbargaining unit  
positions in the City Utilities of the City of Fort Wayne  
for the year of 1982

HAVE HAD SAID ORDINANCE UNDER CONSIDERATION AND BEG LEAVE TO REPORT  
BACK TO THE COMMON COUNCIL THAT SAID ORDINANCE *Do* PASS.

VIVIAN G. SCHMIDT, CHAIRMAN

JAMES S. STIER, VICE CHAIRMAN

MARK E. GIAQUINTA

PAUL M. BURNS

ROY J. SCHOMBURG

ORDINANCE 100 PASS.  
Tirion G. Schmidt

Jan Stcher

Mark E. Gidley

Carl G. Bunn

## Geschworene

✓ Pg. 3 Omit line 31½ Management Assistant

✓ Pg. 4 ADD New Section 6:

"To permit the completion of union negotiations, the Common Council agrees to accept ~~is~~ up to the maximum salaries listed. However, the Common Council shall review the salaries in this ordinance after the union negotiations are complete in order to set a specific salary for each title for FY 1982, adjusting salaries where necessary. "

Pg. 4 ADD New Section 7:

"No person employed by the City or City Utilities shall make a salary higher ~~than~~ than that of the Mayor of Fort Wayne."

Pg. 4 Renumber the remaining Sections listed in the ordinance to reflect the changes in numbering caused by additions above